



4 March 2016

INTENT

I am humbled to be given the opportunity to lead the Island Warriors. The Change of Command can be a time of friction and uncertainty brought on by change, my desire is that this document will serve to cut through this "fog of war" and allow rapid assimilation and ultimate mission accomplishment. Teamwork and development of our team is the only way we will reach our objective. The only individual action in this unit is that I accept personal responsibility for everything that the Island Warrior's do or fail to do.

Purpose of the Island Warriors: 2d Battalion, 3d Marines is a combined arms expeditionary force capable of deploying with minimal notice as an independent battalion or battalion landing team aboard Navy ships to defeat adversarial forces in the III MEF Area of Operations or other designated areas.

WAR FIGHTING: This is our number one priority. Success in combat is not negotiable. Maneuver Warfare requires a purpose and plan from leaders with violent execution at the squad level.

READINESS: Our Marines and Sailors, our families, our gear and our equipment are of extreme importance. Balance across all of these areas is what allows our rapid ability to muster, deploy, integrate, employ a decisive capability and then subsequently redeploy and re-integrate into our family teams.

NCO EMPOWERMENT: The Main Effort will be the Sergeant (Squad Leaders). This Marine when trusted, trained, educated and resourced properly will accomplish all assigned missions.

DUTY: Be Marines of action that make things happen. Remember you have earned the title of Marine, live up to that title daily. When in doubt always refer to the "Golden Rule."

ENTHUSIASM: You are a part of the world's finest military organization. Show up each day with the passion necessary to live up to that distinction. Ensure you maintain a positive attitude.

TIMELINESS: Everything we do begins on time, do not waste Marines' time. Look at all events as opportunities to build a team and conduct a rehearsal.

TEAMWORK: Hazing is not tolerated. Maltreatment breaks down trust. Trust is an integral cornerstone of the Island Warrior team. Understand your individual position and then strive to know two levels higher, both in rank and billet. If you have a better way of doing something share that information.

FUN: If we are not having fun, than we are doing it wrong.

Our duty is dangerous and challenging, our obligation is to do everything in our power to ensure it is executable and tactically sound. All Island Warriors should understand "WHY" they are conducting any task. This requires detailed planning and an explicit purpose from leaders at all levels. It is an absolute honor and privilege to serve with the Island Warriors in the Caltrap Nation.

R. M. HOYLE

Lieutenant Colonel U. S. Marine Corps

Commanding Officer

2d Battalion, 3d Marine Regiment, 3d Marine Division